

ADDENDUM TO THE 1977 LABOR AGREEMENT
BETWEEN
THE BOROUGH OF ESSEX FELLS
AND THE
PUBLIC WORKS ASSOCIATION OF THE BOROUGH OF ESSEX FELLS
PROVIDING FOR THE EXTENSION OF THE 1977 AGREEMENT
TO DECEMBER 31, 1978, WITH MODIFICATIONS
TO SECTION VI - SALARIES AND SECTION X - VACATIONS

The parties agree that the 1977 Labor Agreement Between The Borough of Essex Fells and the Public Works Association of the Borough of Essex Fells shall be extended in its entirety for an additional one-year period effective January 1, 1978, through December 31, 1978, except that Section VI - SALARIES and Section X - VACATIONS shall provide the following:

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VI. SALARIES

Each employee covered by this Agreement, whose job title has a salary range shall have his increment calculated from the employee's applicable anniversary date of employment in the title with the Borough, all other employees covered by this Agreement shall receive the following salaries effective January 1, 1978.

Mechanic & Maintenance Man	\$12,826.00
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Senior Utility Man	\$12,369.00
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Senior Water Operator	\$12,369.00
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Utility Man

Minimum	\$8,600.00
1st Increment	\$9,205.00
2nd Increment	\$9,757.00
3rd Increment	\$10,308.00
Maximum	\$11,135.00

Water Operator

Minimum	\$8,820.00
1st Increment	\$9,371.00
2nd Increment	\$9,923.00
3rd Increment	\$10,474.00
Maximum	\$11,135.00

Custodian & Groundskeeper	\$10,540.00
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All salaries shall be paid semi-monthly to each employee covered by this Agreement.

Nothing in this Agreement shall be construed to require the Borough to pay an increment to any employee covered by this Agreement. The Borough may withhold payment of an increment when, in its sole discretion, the employment performance of the employee has not been satisfactory.

X. VACATIONS

1. A vacation period shall be provided for every full-time employee of the Public Buildings and Grounds Department, Road Department and Water Utility covered by this Agreement with full pay. The status of each member with respect to annual vacation credits shall be fixed and determined as of the 31st of December of the year immediately preceding the year in which the right of such vacation period shall become due.

2. Period of Continuous
Uninterrupted Service

Vacation Leave

0 to 1 year	1 working day for each month of service to a maximum of 10 working days
1 through 5 years	11 working days
After 6 years	12 working days
After 7 years	14 working days
After 8 years	15 working days
After 9 years	16 working days
After 10 years	16 working days
After 11 years	16 working days
After 12 years	16 working days
After 13 years	17 working days
After 14 years	17 working days
After 15 years	20 working days

3. The scheduling of vacation days shall be at the discretion and direction of the Borough Engineer.

4. In the event that a holiday named in this Agreement falls during an employee's vacation period such employee shall retain an additional day's vacation.

IN WITNESS WHEREOF, the parties hereto have hereunder affixed
their signatures on the 21st day of June , 1977.

PUBLIC WORKS ASSOCIATION OF
THE BOROUGH OF ESSEX FELLS

By Burton Goodman
Burton Goodman, Representative

By Lawrence J. Iovino
Lawrence Iovino, Representative

BOROUGH OF ESSEX FELLS

By Wallace S. Jones
Wallace S. Jones, Mayor

Witness:

BB Brunkhorst

Witness:

Walter S. Steinmann

Walter S. Steinmann
Borough Clerk

Harold L. Ratzburg
Harold L. Ratzburg, Borough Engineer